

## LABOR RELATIONS QUESTIONNAIRE

**Instructions:** Circle the correct answer. Some questions may have more than one correct answer.

1. Which of the following is a supervisor's responsibility in dealing with a union steward?
  - a. Allowing the union to co-manage the workforce.
  - b. Keeping the steward informed of proposed management actions and soliciting his/her views regarding such actions.
  - c. Always getting the steward's approval before taking such action.
  - d. Giving the steward as much official time as the steward wants.
2. Granting stewards official time would properly include time for:
  - a. Collecting union dues.
  - b. Participating in elections of union officials.
  - c. Soliciting union membership.
  - d. Handling grievances.
3. Under the Weingarten Right, the :
  - a. Union must be present at any investigatory examination of an employee.
  - b. Union has the right to be present at an investigatory examination of an employee, if the employee requests it and reasonably believes disciplinary action against him or her may result.
  - c. Employee has the right to request a representative of his or her own choice during a meeting at which work is assigned.
  - d. Union must be notified by management of any investigatory examination of an employee.
4. As a supervisor of a group of bargaining unit employees, you wish to implement some policy changes to help you deal with your work backlog. You have called a meeting to explain the change to your employees. You need to move quickly, but just remembered that you may have some labor-management responsibilities. In order not to commit an unfair labor practice, what should you do now?
  - a. Since one of your employees is a union steward, your meeting with your employees also serves as notice to the union of the policy changes.
  - b. You do not tell the union since you need to act quickly; the changes are an emergency.
  - c. Postpone the meeting until the union is advised of the changes and is given the opportunity to negotiate.
  - d. Advise the union by telephone that the changes are to be implemented immediately and that any adverse impact on employees would be discussed if an actual complaint arose.